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WAGE DETERMINATION NO: 94-2373 REV (16) AREA: NY,NASSAU

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REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

William W.Gross
DirectorDivision of
Wage Determinations

Wage Determination No.: 1994-2373

Revision No.: 16

Date Of Last Revision: 09/15/2000

State: **New York**Area: **New York** Counties of Nassau, **Suffolk******Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	12.41
Accounting Clerk II	13.95
Accounting Clerk III	16.77
Accounting Clerk IV	18.67
Court Reporter	15.36
Dispatcher, Motor Vehicle	15.36
Document Preparation Clerk	14.49
Duplicating Machine Operator	14.49
Film/Tape Librarian	14.45
General Clerk I	10.48
General Clerk II	11.52
General Clerk III	14.49
General Clerk IV	15.63
Housing Referral Assistant	16.97
Key Entry Operator I	11.94
Key Entry Operator II	13.10
Messenger (Courier)	10.48
Order Clerk I	12.84
Order Clerk II	13.36
Personnel Assistant (Employment) I	14.45
Personnel Assistant (Employment) II	14.52
Personnel Assistant (Employment) III	16.23
Personnel Assistant (Employment) IV	18.10
Production Control Clerk	16.97
Rental Clerk	14.45
Scheduler, Maintenance	14.45
Secretary I	14.45
Secretary II	15.36
Secretary III	16.97
Secretary IV	18.69
Secretary V	22.91
Service Order Dispatcher	14.45
Stenographer I	12.87

Stenographer II	16.95
Supply Technician	18.69
Survey Worker (Interviewer)	15.36
Switchboard Operator-Receptionist	10.48
Test Examiner	15.36
Test Proctor	15.36
Travel Clerk I	11.14
Travel Clerk II	12.07
Travel Clerk III	13.10
Word Processor I	12.39
Word Processor II	17.47
Word Processor III	18.51
Automatic Data Processing Occupations	
Computer Data Librarian	10.08
Computer Operator I	10.08
Computer Operator II	13.10
Computer Operator III	17.10
Computer Operator IV	20.48
Computer Operator V	23.20
Computer Programmer I (1)	15.64
Computer Programmer II (1)	19.38
Computer Programmer III (1)	23.13
Computer Programmer IV (1)	27.63
Computer Systems Analyst I (1)	22.75
Computer Systems Analyst II (1)	27.54
Computer Systems Analyst III (1)	27.63
Peripheral Equipment Operator	10.08
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	20.39
Automotive Glass Installer	18.81
Automotive Worker	18.81
Electrician, Automotive	19.62
Mobile Equipment Servicer	11.27
Motor Equipment Metal Mechanic	20.39
Motor Equipment Metal Worker	18.81
Motor Vehicle Mechanic	20.39
Motor Vehicle Mechanic Helper	16.48
Motor Vehicle Upholstery Worker	18.04
Motor Vehicle Wrecker	18.81
Painter, Automotive	19.62
Radiator Repair Specialist	18.81
Tire Repairer	16.69
Transmission Repair Specialist	20.39
Food Preparation and Service Occupations	
Baker	18.23
Cook I	16.75
Cook II	18.23
Dishwasher	13.67
Food Service Worker	13.67
Meat Cutter	18.23
Waiter/Waitress	14.45
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	21.10
Furniture Handler	16.03
Furniture Refinisher	21.10
Furniture Refinisher Helper	17.71
Furniture Repairer, Minor	19.40
Upholsterer	21.10
General Services and Support Occupations	
Cleaner, Vehicles	13.67

Elevator Operator	13.67
Gardener	16.75
House Keeping Aid I	12.79
House Keeping Aid II	13.67
Janitor	13.67
Laborer, Grounds Maintenance	14.45
Maid or Houseman	12.79
Pest Controller	17.49
Tractor Operator	15.96
Health Occupations	
Dental Assistant	11.48
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.24
Licensed Practical Nurse I	13.87
Licensed Practical Nurse II	15.87
Licensed Practical Nurse III	15.96
Medical Assistant	12.73
Medical Laboratory Technician	17.64
Medical Record Clerk	12.73
Medical Record Technician	17.64
Nursing Assistant I	9.91
Nursing Assistant II	11.14
Nursing Assistant III	12.71
Nursing Assistant IV	14.24
Pharmacy Technician	15.87
Phlebotomist	18.73
Registered Nurse I	21.25
Registered Nurse II	22.86
Registered Nurse II, Specialist	23.46
Registered Nurse III	25.79
Registered Nurse III, Anesthetist	25.79
Registered Nurse IV	30.95
Information and Arts Occupations	
Audiovisual Librarian	18.69
Exhibits Specialist I	20.46
Exhibits Specialist II	21.81
Exhibits Specialist III	26.60
Illustrator I	20.46
Illustrator II	21.81
Illustrator III	26.60
Librarian	23.96
Library Technician	15.36
Photographer I	14.81
Photographer II	20.46
Photographer III	21.81
Photographer IV	26.60
Photographer V	32.27
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.10
Counter Attendant	8.10
Dry Cleaner	10.29
Finisher, Flatwork, Machine	8.10
Presser, Hand	8.10
Presser, Machine, Drycleaning	8.10
Presser, Machine, Shirts	8.10
Presser, Machine, Wearing Apparel, Laundry	8.10
Sewing Machine Operator	11.05
Tailor	11.80
Washer, Machine	8.95
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	20.87

Tool and Die Maker	24.46
Material Handling and Packing Occupations	
Forklift Operator	16.38
Fuel Distribution System Operator	15.58
Material Coordinator	15.02
Material Expediter	15.02
Material Handling Laborer	12.77
Order Filler	14.85
Production Line Worker (Food Processing)	13.72
Shipping Packer	12.01
Shipping/Receiving Clerk	12.01
Stock Clerk (Shelf Stocker; Store Worker II)	13.24
Store Worker I	11.13
Tools and Parts Attendant	13.72
Warehouse Specialist	12.95
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	21.92
Aircraft Mechanic Helper	17.71
Aircraft Quality Control Inspector	22.78
Aircraft Servicer	19.40
Aircraft Worker	20.21
Appliance Mechanic	21.10
Bicycle Repairer	17.94
Cable Splicer	21.92
Carpenter, Maintenance	21.10
Carpet Layer	20.21
Electrician, Maintenance	21.92
Electronics Technician, Maintenance I	17.39
Electronics Technician, Maintenance II	20.82
Electronics Technician, Maintenance III	21.92
Fabric Worker	19.40
Fire Alarm System Mechanic	21.92
Fire Extinguisher Repairer	18.57
Fuel Distribution System Mechanic	21.92
General Maintenance Worker	20.21
Heating, Refrigeration and Air Conditioning Mechanic	21.92
Heavy Equipment Mechanic	21.92
Heavy Equipment Operator	21.92
Instrument Mechanic	21.92
Laborer	15.16
Locksmith	21.10
Machinery Maintenance Mechanic	21.92
Machinist, Maintenance	21.92
Maintenance Trades Helper	17.71
Millwright	21.92
Office Appliance Repairer	21.10
Painter, Aircraft	21.10
Painter, Maintenance	21.10
Pipefitter, Maintenance	21.92
Plumber, Maintenance	21.10
Pneudraulic Systems Mechanic	21.92
Rigger	21.92
Scale Mechanic	20.21
Sheet-Metal Worker, Maintenance	21.92
Small Engine Mechanic	20.92
Telecommunication Mechanic I	21.92
Telecommunication Mechanic II	22.78
Telephone Lineman	21.92
Welder, Combination, Maintenance	21.92
Well Driller	21.92

Woodcraft Worker	21.92
Woodworker	18.57
Miscellaneous Occupations	
Animal Caretaker	15.21
Carnival Equipment Operator	15.96
Carnival Equipment Repairer	16.75
Carnival Worker	13.67
Cashier	18.74
Desk Clerk	10.70
Embalmer	17.39
Lifeguard	13.30
Mortician	17.39
Park Attendant (Aide)	9.54
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.77
Recreation Specialist	15.47
Recycling Worker	10.97
Sales Clerk	9.54
School Crossing Guard (Crosswalk Attendant)	13.67
Sport Official	12.25
Survey Party Chief (Chief of Party)	14.10
Surveying Aide	7.60
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.42
Swimming Pool Operator	18.23
Vending Machine Attendant	15.96
Vending Machine Repairer	18.23
Vending Machine Repairer Helper	15.96
Personal Needs Occupations	
Child Care Attendant	10.70
Child Care Center Clerk	13.42
Chore Aid	12.79
Homemaker	14.84
Plant and System Operation Occupations	
Boiler Tender	21.92
Sewage Plant Operator	21.10
Stationary Engineer	21.92
Ventilation Equipment Tender	17.71
Water Treatment Plant Operator	21.10
Protective Service Occupations	
Alarm Monitor	15.48
Corrections Officer	22.58
Court Security Officer	22.58
Detention Officer	22.58
Firefighter	18.25
Guard I	8.46
Guard II	15.48
Police Officer	27.70
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	18.70
Hatch Tender	18.70
Line Handler	18.70
Stevedore I	17.95
Stevedore II	19.63
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.36
Air Traffic Control Specialist, Station (2)	18.87
Air Traffic Control Specialist, Terminal (2)	20.78
Archeological Technician I	15.74
Archeological Technician II	17.60
Archeological Technician III	21.81
Cartographic Technician	21.81

Civil Engineering Technician	24.32
Computer Based Training (CBT) Specialist/ Instructor	22.75
Drafter I	11.84
Drafter II	14.81
Drafter III	20.46
Drafter IV	21.81
Engineering Technician I	11.47
Engineering Technician II	14.52
Engineering Technician III	17.78
Engineering Technician IV	20.20
Engineering Technician V	23.62
Engineering Technician VI	28.58
Environmental Technician	20.20
Flight Simulator/Instructor (Pilot)	27.54
Graphic Artist	22.75
Instructor	22.75
Laboratory Technician	17.10
Mathematical Technician	20.20
Paralegal/Legal Assistant I	15.36
Paralegal/Legal Assistant II	18.69
Paralegal/Legal Assistant III	22.79
Paralegal/Legal Assistant IV	27.66
Photooptics Technician	23.23
Technical Writer	28.13
Unexploded (UXO) Safety Escort	17.39
Unexploded (UXO) Sweep Personnel	17.39
Unexploded Ordnance (UXO) Technician I	17.39
Unexploded Ordnance (UXO) Technician II	21.04
Unexploded Ordnance (UXO) Technician III	25.22
Weather Observer, Combined Upper Air and Surface Programs (3)	17.10
Weather Observer, Senior (3)	18.98
Weather Observer, Upper Air (3)	17.10
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.99
Parking and Lot Attendant	9.05
Shuttle Bus Driver	11.03
Taxi Driver	10.48
Truckdriver, Heavy Truck	19.64
Truckdriver, Light Truck	11.03
Truckdriver, Medium Truck	12.99
Truckdriver, Tractor-Trailer	19.64

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of includes the whole span of continuous service with the present contractor or success wherever employed, and with the predecessor contractors in the performance of simila at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: **New** Year's Day, Martin Luther Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, L Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor substitute for any of the named holidays another day off with pay in accordance with communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, o professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M.

rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, fumes of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine covered under high degree hazard.)

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost to reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week or \$.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not













listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., approach level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract with such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order of priority classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

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